

Division of Compliance & Ethics Office of Civil Rights and Title IX (OCR9)

FLORIDA ATLANTIC UNIVERSITY
OFFICE OF CIVIL RIGHTS AND TITLE IX
ANNUAL DISCRIMINATION & HARASSMENT REPORT
BOBBY BROWN, EXECUTIVE DIRECTOR, OCR9 AND TITLE IX COORDINATOR



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Office of Civil Rights and Title IX Annual Report
Anti-Discrimination and Anti-Harassment
2024

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Dear FAU Community,

Florida Atlantic University (“FAU”) remains committed to providing a safe and welcoming workplace and educational environment that is free from discrimination and harassment for all its community members. Federal and State Civil Rights laws like Titles VI, VII, and IX, prohibit discrimination and harassment based on protected statuses. FAU through the Office of Civil Rights and Title IX (OCR9) promotes compliance with federal, state, and local civil rights laws and regulations. Also, FAU affirms its commitment to the goals of fairness in all aspects of the educational and employment enterprise, through its internal regulations, policies, and procedures that address protected class discrimination and harassment in the university community.

OCRFAU’s community consists of students, faculty, staff and visitors and every individual within the University community has the right to feel welcome and safe from discrimination and harassment, which may create a hostile environment adversely impacting a community member’s education, employment, or experience at FAU.

The Office of Civil Rights and Title IX (“OCR9”) recognizes that university community members may experience issues that can negatively affect their learning and working environments. Also, these issues can impede university community members’ educational and employment opportunities. OCR9 along with our campus partners continue to combat discrimination and harassment in the university community. FAU through OCR9 utilizes Higher Education best practices when responding to discrimination and harassment concerns. To prevent, stop, and remedy the effects of discrimination and harassment in the university community remains paramount to OCR9’s objective and goal.

OCR9 offers this annual update highlighting OCR9’s activities during 2024. We believe this report is beneficial and provides information about the work OCR9 remains committed to regarding discrimination and harassment concerns. The 2024 report highlights new initiatives and strategies OCR9 utilized during the year. OCR9’s main priority involved educating the university community regarding OCR9’s process and procedures. Also, OCR9 rolled out its webinar series, which were helpful discussions that provided guidance to the university community on topics like reporting incidents, bystander intervention, pregnancy supportive measures, and prohibited discrimination and harassment conduct.

Kind regards,

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Purpose Statement

OCR9 strives to uphold ethical behavior and ensure adherence to relevant laws, regulations, and policies. OCR9 is committed to fostering a working and learning environment free of any unlawful discrimination, harassment, or retaliation. To ensure the University's adherence to federal and state laws addressing discrimination and harassment, as well as University policies and regulations. Adhering to ethical principles and upholding the values of doing what is right contributes to a positive environment within the FAU community, and it is crucial to stop discrimination and harassment at FAU. This commitment aids in preventing discrimination and harassment, addressing issues when they occur, and promoting the institution's mission and longstanding commitment to excellence.

The OCR9 Team

OCR9 is not just about compliance. OCR9 is committed to implementing effective, prompt, and equitable resolutions to reports, complaints, and inquiries concerning discrimination and harassment based on race, color, religion, sex, national origin, age, disability, military or veteran status, marital status, pregnancy or parental status, sexual orientation, gender identity or expression, or discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking are prohibited.

OCR9 enforces university policies with the aim of eliminating, preventing, and remedying the effects associated with discriminatory and harassing conduct. This includes identifying support care, implementing supportive measures, analyzing reports, investigating complaints, and resolving incidents. OCR9's centralized approach supports the University by identifying trends and patterns, monitoring data, and supporting efforts to promote campus awareness and safety in the University community.

OCR9 is made up of the Executive Director, Title IX and ADA Coordinator, Associate Director/Deputy Title IX Coordinator, Senior Civil Rights Investigator and Trainer, Civil Rights Investigator and Trainer, Case Intake Coordinator, and Compliance Manager. In addition, we are joined by the Deputy Title IX Coordinators located in the Dean of Students Office, Employee Relations, Athletics, and the Title IX Liaison at the FAU Henderson School. Together we integrate our collective experience and expertise to respond to inquiries, reports, and complaints regarding discrimination, harassment, and retaliation based on protected categories. We work together to determine case assignments, implement supportive measures, discuss ongoing case statuses, and bring resolution to discrimination and harassment allegations. We support each other in our reviews and assessments, and collaborate with each other through outreach, awareness information, and training to the University community.

Also, OCR9 partners and collaborates with multiple University departments and offices when responding to inquiries, reports, and complaints. OCR9's collaboration includes the Athletics Department, University Police Department, the Office of the Provost, the Department of Human Resources, Student Affairs, Dean of Students Office, the Office of the Ombuds, University Health Services, University Counseling and

Psychological Services, Student Accessibility Services, Victim Services, the Office of General Counsel, and all University Colleges.

Overview of 2024

In 2024, OCR9 prioritized strengthening our collaborations with campus partners and creating more proactive approaches to utilize in response to discrimination and harassment reports. Also, OCR9 worked with many campus partners to create and improve campus training options for the university community. The goals and objectives during 2024 also included educating University community members about OCR9's process and procedures, the availability and access to campus resources, bystander intervention techniques and strategies, and improving the University response to reports. Given these goals and objectives, the following were some of the highlights in 2024.

Points of Pride in 2024

- Facilitated more than 25 new trainings to campus departments and organizations, which were attended by more than 1000 faculty, students, and staff.
- OCR9 Staff completed more than 25 professional development trainings during 2024, covering various Civil Rights, Title IX, Title IV, and Disability topics.
- OCR9 staff renewed our annual certifications, which included in addition to Title IX Compliance, Title VI Compliance, and ADA/504 Compliance, Title IX Grievance Process, and Civil Rights Investigation,
- In collaboration with FAU Henderson School, a Title IX Liaison was designated at FAU Henderson School to assist with responses to Title IX and allegations of discrimination and harassment that may arise at FAU Henderson School.
- OCR9 increased collaboration with additional campus departments to offer training and guidance programs. OCR9 collaborated with Employee Relations, Dean of Students Office, Student Affairs, Housing, FAU Henderson School, College of Social Work and Criminal Justice, College of Medicine, College of Science, Office of Continuing Education, Provost Office, University Fraternities, Victim Services, Student Accessibility Services, and University Police Department.
- OCR9 Staff collaborated with and supported campus partners, including University Police, Victim Services, Dean of Students Office, University Housing, and Owls Alliance Against Sexual Assault on various university events such as Domestic Violence and Sexual Assault Awareness Month Events.
- The OCR9 Anti-Discrimination, Anti-Harassment, and Title IX Canvas training course for new employees was updated to fully online to make it easier for new employees to complete the training online.
- The OCR9 Lunch ~N~ Learn Webinar Series for the Fall and Spring Semester was launched. OCR9 hosted four webinars during the Fall 2024 semester.



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OCR9 responded to 262 case types in 2024. OCR9 categorizes case types into three categories. These case types refer to the unique incident categories utilized by OCR9.

Report: Refers to information brought to the attention of OCR9 that describes allegations concerning potential violations of University policy 1.15.

Inquiry: This is a request for information or assistance regarding University regulations, policies, and procedures related to issues arising from events or occurrences that may implicate protected class harassment and discrimination.

Complaint: A document filed by a Complainant or Executive Director/Title IX Coordinator requesting/authorizing OCR9 to investigate conduct alleging harassment and discrimination based on a protected class or retaliation based on a protected activity.

Appeal: A document filed by a Complainant or Respondent requesting/authorizing an OCR9 appeals review of an investigation. Appeals must meet specific criteria for OCR9 to open an appeal. Appeals that do not meet the criteria are not accepted and the investigation or hearing determination is final.

Generally, case types are received from self-reporting, university employees, third parties, and anonymous individuals. OCR9 tracks various data points throughout a case, including from the time a report is received until the concluding disposition. Since the data represents case types reported to OCR9, the numbers do not reflect the overall extensiveness regarding the prevalence of discrimination and harassment that may be occurring in the University community. Therefore, the data should not be construed as a comprehensive record, however the data is an aggregate account of the case types that OCR9 responded to during the year. The chart shows the total number of case types that were reported to OCR9 during 2024.

| AY 2024: Case Types | |
|----------------------------|-----|
| Inquiries | 41 |
| Reports | 187 |
| Complaints | 33 |
| Complaints Appealed | 1 |
| Total | 262 |

The charts shows the disposition/outcome

| <i>Complaint/Investigation Outcomes</i> | |
|--|----|
| Closed: Informal Resolution/Informal Measures Utilize/Report Resolved | 4 |
| Closed Complaint Investigation: Mandatory Dismissal | 2 |
| Closed Complaint Investigation: Withdrew Complaint | 5 |
| Closed: Complaint Investigation Substantiated | 5 |
| Closed: Complaint Investigation Unsubstantiated | 13 |
| <i>Report Case Outcomes</i> | |
| Closed Report: Transferred to Another Campus Department | 77 |
| Closed Report: Alleged Conduct does not violate university policy/lack jurisdiction | 20 |
| Closed Report: Complainant did not Respond/Requested Closure | 44 |
| Closed Report: Insufficient Information (Unknown Respondent/Unknown Parties) | 18 |
| Inquiry Response | 34 |

Conclusion

Florida Atlantic University through OCR9 continues its commitment to stopping, preventing, and remedying discrimination and harassment issues that impact the university community. To learn more



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about OCR9 and the services provided, visit www.fau.edu/ocr9. Please share questions and comments you may have with OCR9 at 561-297-3004.